

WJLA
EEO PUBLIC FILE REPORT
June 1, 2018 - May 31, 2019

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Marketing Consultant	1-2, 4-7, 11, 13-14, 16-33, 36-39, 41, 44-49, 51-54, 56-64	19
News Photographer	2, 4-8, 13-14, 16-24, 26-29, 31-39, 41, 44-54, 56-63	49
Federal Sales/Marketing Consultant	2, 5-7, 13-14, 16-22, 24-26, 28-29, 32-33, 36-38, 44-46, 48-49, 51-64	16
Federal Sales/Marketing Consultant	2, 5-7, 13-14, 16-22, 24-26, 28-29, 32-33, 36-38, 44-46, 48-49, 51-64	64
News Producer	2, 4-8, 10-15, 17-24, 26-29, 31-34, 36-54, 56-63	24
News Producer	2, 4-8, 10-15, 17-24, 26-29, 31-34, 36-54, 56-63	12
News Producer	2, 4-8, 10-15, 17-24, 26-29, 31-34, 36-54, 56-63	11
News Anchor	2, 4-8, 13-14, 16-29, 31-34, 36-39, 41, 45-54, 56-63, 65	25
Executive Producer	2, 4-8, 11, 13-14, 16-24, 26-29, 31-34, 36-39, 41, 45-54, 56-63, 65	11
News Anchor / Reporter	2, 4-8, 10, 13-14, 17-24, 26-29, 31-34, 36-39, 41, 45-54, 56-63, 65	49
Automotive / Marketing Consultant	2, 4-7, 12-14, 17-24, 26-29, 31-33, 36-39, 41, 45-49, 51-54, 56-63, 65	12
News Editor	2, 4-8, 10, 13-14, 16-24, 26-29, 31-34, 36-39, 41, 45-54, 56-63, 65	16
Studio Operations Technician	1-2, 5-7, 13-14, 16-29, 31-33, 36-38, 41, 45-49, 51-54, 56-63, 65	16
Web Editor	1-2, 4-7, 13-14, 16-26, 28-29, 31-33, 36-38, 41, 45-49, 51-54, 56-63, 65	1
Local Sales Manager	2, 4-7, 13-14, 16-24, 26-29, 31-33, 36-38, 41, 45-49, 51-54, 56-63, 65	16
Digital Sales Coordinator	2, 5-7, 11, 13-14, 17-24, 26-29, 31-33, 36-38, 41, 45-49, 51-54, 56-63, 65	11
Associate Producer	2, 4-9, 11, 13-14, 17-24, 26-29, 31-34, 36-38, 45-54, 56-63, 65	11
Web Content Editor	2, 5-7, 13-14, 16-24, 26-29, 32-33, 36-38, 45-49, 51-54, 56-63, 65	24
News Director	2, 5-8, 10, 13-14, 17-29, 31-34, 36-38, 45-54, 56-63, 65	25
News Photographer	2, 5-8, 11, 13-14, 16-24, 26-29, 31-34, 36-38, 45-54, 56-63, 65	11
Web Editor	2, 5-7, 13-14, 16-24, 26-29, 31-33, 36-38, 45-49, 51-54, 56-63, 65	52

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Job Title	Recruitment Sources ("RS") Used to Fill Vacancy	RS Referring Hiree
Producer (Government Matters)	2-3, 5-8, 12-14, 17-24, 26-29, 31-34, 36-38, 45-54, 56-59, 61-63, 65	12

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
1	ABC 7/WJLA 24/7 News 1100 Wilson Blvd., 6th Floor Arlington , Virginia 22209 Phone : 7032369217 Url : www.wjla.com Email : employment@sbgvtv.com Audrey Watson	N	3
2	Arizona State University/Walter Cronkite School of Journalism 555 N Central Ave Ste 302 Phoenix, Arizona 85004 Email : mike.wong@asu.edu Mike Wong	Y	0
3	Arlington Employment Center 2100 Washington Blvd. 1st Floor Arlington , Virginia 22209 Phone : 7032281477 Url : https://jobboard.arlingtonva.us Pam Egner Manual Posting	N	0
4	Art Institute of Washington, Career Services 1820 North Fort Myers DR Arlington, Virginia 22209 Phone : 703-358-9550 Url : http://www.artinstitutes.edu Fax : 1-703-247-3590 Job Listings	N	0
5	Baltimore American Indian Center 113 South Broadway Baltimore, Maryland 21231 Phone : 410-675-3535 Url : http://www.baicenter.org Email : boardmember3@baicmuseum.org Ashley Miner	N	0
6	Bowie State University Department of Communications 14000 Jericho Park Rd Bowie, Maryland 20715 Url : http://www.bowiestate.edu Email : drice@bowiestate.edu Donna Rice	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
7	Careerbuilder.com 1101 15th St, NW Washington, District of Columbia 20005 Url : http://www.careerbuilder.com Email : sbgresumes@sbgstv.com Cole Rowley	N	0
8	Collective Talent 26150 Herseyvale Franklin, Michigan 48025 Url : http://www.medialine.com Email : bille@michaelsmedia.com Michael Bille	N	0
9	Corporate Recruiter	N	1
10	Current Employee	N	5
11	Current Employee - Transfer/Promotion	N	6
12	Current Employee/Internal Promotion	N	3
13	DC Center for Immigration Studies 1629 K ST. NW Suite 600 Washington, District of Columbia 20006 Phone : 202-466-8185 Url : http://www.cis.org Email : press@cis.org Bryan Griffith	N	0
14	DC Department of Employment Services 609 H ST. NE Washington, District of Columbia 20009 Phone : 202-724-7000 Url : http://www.does.dc.gov Michael Watts Jr. Manual Posting	N	0
15	Emma L. Bowen Foundation for Minority Interests in Media 1299 Pennsylvania Ave 11th Floor Washington, District of Columbia 20004 Phone : (202) 637-4494 Url : www.emmabowenfoundation.com Email : phylis.eagle-oldson@corporate.ge.com Fax : (202) 637-4495 Phylis Eagle-Oldson	N	0

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16	Employee Referral	N	16
17	George Mason University University Center Service-MSn-3B6 4400 University DR Fairfax, Virginia 22030 Phone : 703-993-2370 Url : http://www.gmu.edu Rebekah Troug Manual Posting	N	0
18	Georgetown University Career Education Center 37th & O ST, NW Washington, District of Columbia 20057 Phone : 202-687-3493 Url : http://www.georgetown.edu Email : sbgresumes@sbgstv.com Gregory Wilson	N	0
19	GlassDoor.com 1 Harbor Drive Suite 300 Sausalito, California 94965 Phone : 415-339-9105 Url : http://www.glassdoor.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	1
20	Greater Washington Urban League 2901 14th ST. NW Washington, District of Columbia 20009 Phone : 202-265-8200, ext 255 Url : http://www.gwul.org Fax : 1-202-552-2897 Audrey Epperson	N	0
21	Hire A Hero PO Box 6808 Morango, California 94705 Url : http://www.hireahero.org Email : sbgresumes@sbgstv.com Broadbean Source	Y	0

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22	Howard University 5258 Bryant St, NW Washington, District of Columbia 20059 Url : http://www.howard.edu Email : cdudley@howard.edu Carol Dudley	N	0
23	Husson University 1 College Circle New England School of Communications Bangor, Maine 4401 Url : NEWS ONLY Email : verrillr@husson.edu Rodney Verrill	Y	0
24	Indeed.com 7501 N. Capital of Texas Highway Building B Austin, Texas 78737 Phone : 800-462-5842 Url : http://www.indeed.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	20
25	Internet Ad-not directly contacted by SEU	N	8
26	Ithaca College 335 Park School of Communications 953 Danby Rd Ithaca, New York 14850 Url : http://www.ithaca.edu Email : sbgresumes@sbgstv.com Broadbean Source	Y	0
27	Jewish Women International 2000 M ST. NW Suite 720 Washington, District of Columbia 20036 Phone : 202-857-1300 Url : http://www.jwi.org Fax : 1-202-857-1380 Sari Winetraub	N	0
28	Journalismjobs.com 72 Plaza Drive 2nd fl Berkeley, California 94706 Url : http://www.journalismjobs.com Email : sbgresumes@sbgstv.com Broadbean Source	N	2

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29	LinkedIn 2029 Steirlin Ct Mountain View, California 94043 Url : http://www.linkedin.com Email : sbgresumes@sbgstv.com Laura Rehn	N	7
30	Maryland Institute College of Art 1300 W. Mt Royal Ave Baltimore, Maryland 21217 Url : http://www.micanetwork.com Email : mrogers@mica.edu Megan Rogers	N	0
31	Maryland Workforce Online Only Annapolis, Maryland Phone : (301) 929-6880 Url : https://mwejobs.maryland.gov/vosnet/Default.aspx Fax : 1-301-386-5533 Customer Service	N	0
32	Maymount University 2807 N. Glebe RD Arlington, Virginia 22207 Phone : 703-522-5600 Url : http://www.marymount.edu Email : career.services@marymount.edu Fax : 1-703-284-5961 Jessica O'Donnell	N	0
33	Media Match 8112 1/2 West 3rd St Los Angeles, California 90048 Url : http://www.media-match.com Email : info@media-match.com Tammy Romaniuk	Y	0
34	Medialine PO Box 51909 Pacific Grove, California 93950 Url : http://www.medialine.com Email : medialine@medialine.com Mark Shilstone	N	0

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35	Montgomery County 3966 Fieldcrest Dr Riner, Virginia 24149 Phone : 5403942007 Url : http://www.montgomerycountyva.gov Email : edmondska@montgomerycountyva.gov Karen Edmonds	N	0
36	Montgomery County Industry Council/ MD Workforce Exchange MontgomeryWorks Business Center 11002 Viers Mill RD, Suite 510 Wheaton, Maryland 20902 Url : http://www.mwejobs.maryland.gov Aneta Lefterov Manual Posting	N	0
37	Montgomery County Private Industry Council 12900 Middlebrook RD #1600 Germantown, Maryland 20874 Phone : 540-403-3600 Url : http://www.montgomerycountymd.gov Bob Donohue Manual Posting	N	0
38	NABET-CWA, Local 31 4483-B. Forbes Blvd Lanham, Maryland 20706 Url : http://www.nabet31.org Email : rich@nabet31.org Richard McDermott	N	0
39	National Association of Black Journalists 8701 A-Adelphi RD Adelphi, Maryland Phone : 301-405-0248 Url : http://www.nabj.org Lisa Waldschmitt Manual Posting	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
40	National Association of Black Owned Broadcasters 1155 Connecticut Ave., NW, Suite 600 Washington, District of Columbia 20036 Phone : (202) 463-8970 Url : www.nabob.org Email : info@nabob.org Fax : (202) 429-0657 Director of Placement	N	0
41	National Association of Broadcasters 529 14th ST, NW Suite 937 Press Building Washington, District of Columbia 20045 Phone : 202-429-5395 Url : http://www.nab.org Amanda Smith Manual Posting	N	0
42	National Association of Hispanic Journalists 1000 National Press Building 529 14th St., NW Washington, District of Columbia 20045 Phone : 202-662-7145 Fax : 1-202-662-7144 Michelle Vignoli	N	0
43	National Lesbian and Gay Journalists Association 1420 K Street NW, Suite 910 Washington, District of Columbia 20005 Phone : 202-588-9888 Email : bsalkin@nlgja.org Brian Salkin	N	0
44	National Organization for Women 1100 H ST. NW 3rd floor Washington, District of Columbia 20005 Phone : 202-628-8669 Url : http://www.now.org Email : now@now.org Doris Steppe	N	0

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RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS Over Reporting Period
45	Opportunities in Public Affairs Employment Services, Inc. 700 Graves ST Charlottesville, Virginia 22902 Phone : 1-888-315-2373 Url : http://www.opajobs.com Email : jobs@opajobs.com Fax : 1-888-342-2629 Betty Brubach	N	0
46	Recruit.Net 2706, The Centrium 61 Wyndham St Central, Hong Kong Phone : 852 2525 0555 Url : http://www.recruit.net Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
47	SAG-AFTRA 7735 Old Georgetown Rd #950 Bethesda, Maryland 20814 Phone : 3016572560 Url : http://www.sagaftra.org Email : anee.raulerson@sagaftra.org Fax : 1-800-253-9730 Patricia O'Donnell	N	0
48	SimplyHired.com 370 San Aleso Avenue Suite 200 Sunnyvale, California 94085 Phone : 650-254-9000 Url : http://www.simplyhired.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
49	Sinclair Broadcast Group 10706 Beaver Dam Rd Hunt Valley, Maryland 21030 Url : http://www.sbg.net Email : employment@sbgstv.com Sharon Pickeral	N	7

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50	Talent Dynamics 600 Las Colinas Blvd Ste 100 Irving, Texas 75039 Url : http://www.talentedynamics.com Email : hedding@talentedynamics.com Christina Hedding	N	0
51	The Job Spider 3000 Stanton Circle Carmichael, California 95608 Phone : 916-488-7065 Url : http://www.thejobspider.com Email : sbgresumes@sbgstv.com Broadbean Source	N	0
52	The Muse 1375 Broadway New York, New York 10018 Url : http://www.themuse.com Email : sbgresumes@sbgstv.com Andrea Siegle	N	1
53	TheLadders.com 137 Varick Street 8th Floor New York, New York 10013 Phone : 646-453-1800 Url : http://www.theladders.com Email : sbgresumes@sbgstv.com Sinclair SilkRoad Source	N	0
54	Tvjobs.com PO Box 4116 Oceanside, California 92052 Url : http://www.tvjobs.com Email : info@tvjobs.com Mark Holloway	N	1
55	Twitter	N	1
56	UDC Department of Mass Media 4200 Connecticut Ave. NW Washington, District of Columbia 20008 Phone : 202-274-5194 Url : http://www.udc.edu Email : ovassell@udc.edu Olive Vassell	N	0

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57	University of Maryland Graduate School Career Services 660 W. Redwood ST, Rm 021 Baltimore, Maryland 21201 Phone : 410-706-7214 Url : http://www.gradschool.umd.edu Terri Goode Manual Posting	N	0
58	University of Massachusetts Career Center/Employment Relations 101 South College Amherst, Massachusetts Phone : 413-545-2224 Url : http://www.umass.edu/careers/ Sharon Jefferson Manual Posting	N	0
59	US Army Wounded Warrior Program 200 Stovall St Room 7N53 Alexandria, Virginia 22332 Email : Vicki.h.mullen.civ@mail.mil Vicki Mullen	Y	0
60	US Department of Human Services Arlington Employment Center 3033 Wilson Blvd, Suite 700A Arlington, Virginia 22201 Phone : 703-228-1400 Url : http://www.aec.arlingtonva.us Pam Egner Manual Posting	N	0
61	Washington Adventist University Office of Human Resources 7600 Flower Ave, 4th floor #431 Takoma Park, Maryland 20912 Url : http://www.wau.edu Email : hr@wau.edu Fax : 1-301-891-4020 Daniella Williams	N	0

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62	WHRO-TV 5200 Hampton Blvd Norfolk, Virginia 23508 Phone : 757-889-9400 Url : http://www.whro.org Fax : 1-757-489-0007 Sherby Wilkes	N	0
63	Women in Film and Video 3628 12th ST. Washington, District of Columbia 20009 Phone : 202-429-9438 Url : http://www.wifv.org Email : director@wifv.org Melissa Houghton	N	0
64	Word of Mouth Referral	N	2
65	www.mediagignow.com 717 Green Valley Road Suite 200 Greensboro, North Carolina 27408 Phone : 336-553-0620 Url : http://www.mediagignow.com Email : customerservice@mediagignow.com MediaGigNow.com	N	0
TOTAL INTERVIEWS OVER REPORTING PERIOD:			84

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III. RECRUITMENT INITIATIVES

	Date	Type of Recruitment Initiative (Menu Selection)	Brief Description Of Activity	No. of Stations Participants	Participant Title
1	8/3/2018	Participation in Job Fairs	The Corporate Sr. Employment Manager, News Talent Manager and Director of News Training and Development, along with several station News Managers represented all Sinclair News stations at the career expo for the NABJ convention/career expo in Detroit, MI July 31st to August 4th. They met potential candidates and reviewed resumes and tapes for current and future job openings across the company. All candidates who stopped by the booth are followed up with and interviews set up where applicable.	3	Sr. Employment Manager Director-Training & Development News Talent Manager
2	9/5/2018	Participation in events sponsored by community groups	Reporter Sam Ford represented the station at the State of Employment in DC on September 5, 2018. Sam participated in a discussion of the State of Employment in Washington, D.C. with a major focus on efforts to find jobs for "returning citizens". Sam discussed his career in the journalism field and the necessary skills/training to obtain job opportunities in the journalism field.	1	Reporter
3	10/6/2018	Participation in events sponsored by community groups	Anchor/Reporter Lindsey Mastis represented our station on October 6, 2018 in Washington, DC at the Autism Speaks 5k/1 mile walk. At the event Lindsey emceed the largest DC and National fundraiser on the National Mall. Introduced guests and the National Anthem singer, read welcoming remarks, thanked volunteer organizations, fundraisers, and sponsors – including WJLA ABC 7. Did Facebook Lives during the walk, and gave shout-outs to teams returning back from the walk. She also talked with participants about her career path to becoming an Anchor. Spectators were also able to ask questions to gain better insight into the journalism field.	1	Anchor/Reporter

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4	11/8/2018	Participation in events or programs sponsored by educational institutions	Meteorologist Eileen Whelan visited Ashlawn Elementary School in Arlington, VA on November 8, 2018 as part of our lunchbox weather program. From this discussion led by our meteorologist students learned how weather is predicted including learning of the various instruments and technology used to make a forecast. She also gave them a behind the scenes look at how graphics are created to be put on air.	1	Meteorologist
5	11/30/2018	Participation in events or programs sponsored by educational institutions	Internship Coordinator represented WJLA-TV at the college career for Penn State University's COMM Careers in the Capital in Washington, DC on November 30, 2018. Personnel met potential candidates and reviewed resumes for current and future internship opportunities/job openings at the station.	1	Internship Coordinator
6	2/14/2019	Participation in events or programs sponsored by educational institutions	Meteorologist Alex Liggitt represented ABC 7/ WJLA 24/7 News at the Lunchbox Weather at Gladys Noon Spellman Elementary School in Cheverly, MD on February 14, 2019. Alex talked with students about the inter-workings of a weathercast and how things work. He also taught them about clouds and forecasting for snow in the area.	1	Meteorologist
7	2/23/2019	Participation in events sponsored by community groups	Reporter Anna-Lysa Gayle served on a panel at the Celebrating African American Women in Leadership on February 23, 2019 for the Town of Bladensburg, Maryland. Anna-Lysa discussed career opportunities in the journalism field and the education needed to obtain those positions. With the panel guests there was also a discussion that included questions about challenges that have been faced in their respective industry.	1	Reporter

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8	3/2/2019	Participation in events sponsored by community groups	Meteorologist Eileen Whelan represented the station at the Leukemia and Lymphoma Society's Students of the Year Gala. The event took place Saturday, March 2nd at the JW Marriott in Washington, D.C where Eileen emceed the event. The gala recognizes the 7 week fundraising efforts of high school students and awards the top fundraising team with the coveted Students of the Year title. Collectively, these students raised over 2 million dollars for the mission of LLS. Eileen went on to discuss her career in the broadcast industry and the career opportunities the industry has and the training ended for those various roles.	1	Meteorologist
9	3/21/2019	Participation in events or programs sponsored by educational institutions	Meteorologist Alex Liggitt represented our station at Harmony DC Public Charter School on March 21, 2019. During his discussion he taught the students how Meteorologist measure and predict the weather and gave the students a behind the scenes look of what it's like on TV during a weather-cast.	1	Meteorologist
10	4/2/2019	Participation in events sponsored by community groups	Reporter/Anchor Carl Willis represented our station at the annual Washington Women Speak conference on April 2, 2019 in Washington, DC. The annual event is designed to bring together professional women and men to discuss how their values and cultural experiences impact their work, personal lives, and communities. Carl moderated a panel with a group of diverse and successful leaders in the public and private sector. This happened at a gathering of about 400 professional women.	1	Reporter/Anchor

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11	4/3/2019	Participation in events or programs sponsored by educational institutions	The HR Manager and HR Coordinator represented WJLA at the spring career fair at Marymount University in Arlington, VA on April 3, 2019. They met potential candidates and reviewed resumes for current job openings within the station and internship opportunities for the summer and future.	2	HR Manager HR Coordinator
12	4/6/2019	Participation in events sponsored by community groups	The HR Manager represented WJLA-TV at the Women In Film & Video Job Fair on April 6, 2019. She met potential candidates and reviewed resumes for current job openings at WJLA-TV.	1	HR Manager
13	4/8/2019	Participation in events or programs sponsored by educational institutions	Meteorologist Brian van de Graff represented our station at lunchbox weather at Union Mill Elementary School in Clifton, VA on April 8, 2019. Students had the opportunity to operate the kid camera. Students also learned about the StormTrak 7 vehicle and how it operates. One student was even able to explain how it works to their principal. Students also learned about the tornado machine and clouds in a bottle demonstration.	1	Meteorologist
14	5/17/2019	Participation in events sponsored by community groups	Anchor/Reporter Kellye Lynn spoke with the students of Yorktown Elementary School as apart of their career day. Lynn hosted a reporter workshop for students as apart of the day. Students acted as a Reporter during the workshop. Lynn also discussed her career as a Anchor/Reporter the education required for the field and talked about the what happens behind the scenes and the role it plays in what is seen on TV.	1	Anchor/Reporter